

**Women's Affairs Center  
Gaza**

**Annual Report  
2004**

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## Introduction:

### Political and Economic Circumstances:

The year 2004 had witnessed enormous political changes in the Palestinian territories. Events such as , the sharp increase in killings by the Israel Defense Forces (IDF), including the assassination of leaders of militant groups , the large scale Israeli military operations , the death of late president Arafat and the presidential and municipalities elections have affected the residents of Gaza Strip in an undeniable way .

Israeli violations have continued to the worst during the year . Military incursions into refugee camps in the Gaza Strip were particularly extensive, which was characterized by a further dramatic increase in shelter and home demolition. Rafah was one of these areas to which Israeli invasion on May, 2004 had resulted in the killing and injury of many and the demolition of about 298 leaving a number of 710 families homeless. Jabalia and Beit Hanoun were also broken into by Israel forces ,which resulted in the destruction of many houses and uprooting of hundred of acres of land. No less than 901 refugee shelters were destroyed and 1,410 were damaged in the Gaza Strip alone. Other than that, big neighborhoods in Gaza City were attacked by air forces or tanks such as Shejaeea or Zaytoun. Definitely these intolerable political conditions were reflected in extremely bad economic circumstances. About 75% of the population in Gaza is now living under the poverty line and approximately 40 percent of the labor force is unemployed (The world bank) . Many family sustainers are unemployed whilst having the burden to support high populated families. Internal closures which are often imposed inside the Gaza Strip trisect it into three areas ,hence prevent movement of people and trade . The restrictions imposed on people's mobility , work and the continuous threat to their lives and livelihoods have created an atmosphere of despair and gloominess and had made people apt to positively react to any political solutions .

November 11<sup>th</sup> ,2004 had witnessed the death of a key leader in the Palestinians' lives . The departure of late Palestinian President, **President Arafat** had certainly a deep impact over the Palestinians' feelings , expectations and view of the future . Abu Ammar had passed away unexpectedly leaving the interior Palestinian situation in real predicament. His death for so many was the departure of a symbolic leader who had been for too long the symbol for an independent Palestinian State but for others was the beginning of a chaotic stage in the West Bank and Gaza Strip. The winning of Mr. Abbas in the PNA presidential elections has introduced him and the PNA to a number of dilemmas and challenges. Issues such as the proposed disengagement plan , the horrible existence of the apartheid wall in West Bank , the re continuation of the peace process with Israel , the political settlements with the fundamental movements like Hamas and Jihad were still unsolved . As the PNA president , president Abbas is confronted with a load of expectations regarding the reform of the PNA institutions and the advancement of political and economic contexts for the Palestinians.

### Women's Context:

Without doubt , women have been part of the changeable uncertain circumstances in the Gaza Strip during 2004 . On the one hand , they had to survive for another year the Israeli violations and the economic predicaments , especially in areas like Rafah , Jabalia and Beit Hanoun where Israeli forces had severely and aggressively broken into and damaged houses and agricultural land . On the other hand , they were part of the electoral stage that was very important and crucial for Palestinians in the beginning of 2005 . Despite the nature of the male -dominated society in the strip that imposes restrictions on women's mobility and interferes in their decisions , women have participated from all areas of the Gaza Strip in the presidential elections . As an observer to some of the electoral centers, WAC had noticed a great level of participation of women in the presidential elections. As for the municipalities elections, women's participation was even better. %50 of the voters in the 10 municipality elections were women. Other than that , **20** women won in the 10 municipalities (2 in each municipality) out of **68** who were candidates with a percentage of **17%** of the total number of seats in the municipalities which is **117** seats with a percentage of (29.3%) of the total number of female candidates. In sum , women have shown a much better level of political participation than the one in the past elections in 1996 . This is a positive indicator to all the lobbying and advocacy efforts exerted from WAC and other women's organizations in general for supporting women as voters and candidates . WAC hopes that women would even have more role in the legislative council elections in August 2005.

### WAC Role in 2004 :

In 2004 WAC activities were diverse and influential. They all aimed at empowering and mobilizing Palestinian women towards having more role in decision and policy making processes. In the past year , other than the multiple activities conducted by the programs, WAC had extensively implemented activities in the Gaza Strip four major universities introducing topics such as woman's political participation , women's role in elections , women and international treaties, CEDAW etc. in the universities campuses . Such efforts helped WAC maximize its target group , tackle nontraditional topics in the universities and empower and support female students .

As for the electoral period , WAC had implemented a campaign to encourage women's political participation. The campaign slogan was **“Participate to complete the picture “**. The campaign was designed to encourage women register for elections and vote for female candidates. Beyond that WAC played a major role in revising existing laws and in lobbying PLC members towards the adoption of the quota system . examples of such efforts:

- WAC is a member in the steering committee that revises laws and legislations which is composed of a number of NGOs , Women's NGOs , Political parties, women activists etc. This committee is concerned with revising the laws and

- legislations issued by the legislative council and on reading it from a gender perspective, drawing its notes over its gender sensitivity and equality.
- WAC is also a member in the National Campaign for supporting Women's Political Participation along with other civil society organizations . This committee encourages women 's political participation through working on the following :
    - Conducting several sessions for revising the elections law and demanding amendments over it , especially towards the adoption of the quota system with a percentage of no less that 30% of seats in the municipalities and legislative council ( 20% of the total number of seats was granted to women in the municipality elections as quota and still the discussion are ongoing for the PLC elections)
    - Participating in meetings conducted with the PLC members to lobby them towards having more positive attitudes towards women candidates and the adoption of the quota system .
    - Holding different meetings with the political parties to be familiar their vision and their attitudes towards women's political participation and the quota.
    - Forming several demonstrations in front of the legislative council demanding amendments over the elections laws and supporting a more influential role for women in the political arena.
  - WAC was a member in the campaign of monitoring over the polling and counting of votes led by PCHR in cooperation with 26 Palestinian civil society organizations .WAC trained a number of 11 female observers who were distributed to 11 electoral centers for the purposes of supervision and observation.

## **The Women's Affairs Center (WAC)**

### **I. Goals and Legal Status**

The Women's Affairs Center is a Palestinian non-governmental women organization, which, through research and training programs as well as lobbying activities, works to promote women's right and equality in Palestinian society. Aware of the dynamic and various obstacles to gender equality, the Center works to develop the necessary tools and strategies (both at the individual and collective level) to overcome them.

The Center has been operating in the Gaza Strip since 1991. On the legal side, WAC is registered with the Ministry of Interior whereas previously it was under the supervision of the Ministry of Justice. This change is directly related to the passing of a new law regarding the legal status of Palestinian non-governmental organizations (NGOs).

### **WAC objectives**

- Offer an alternative vision of women in Palestinian society as active, creative, and capable partners in the process of social changes and development.
- Provide the necessary data base and information regarding the Palestinian women status.
- Empower women to take over key positions at all levels of the society by enhancing and developing their professional and technical skills in the fields of; Economic, Management, and Community Intervention leadership.
- Enable women to enter the untraditional sectors such as; visual media and press.
- Promote women's involvement in the economy and strengthening the capacity of those who already engaged in micro enterprises and income generating projects.
- Build strong networking with other local, regional, and international women organizations to exchange visits and publications in order to exchange information and strengthening each others lobbying efforts.

### **II. WAC Structure:**

#### **Board of Directors :**

WAC is governed by a number of 7 board members who continuously share in developing its policies, strategies, governance system , administrative system etc and who generally participate in monitoring and evaluation of WAC activities and staff members performance. The board of Directors conducts regular meetings to provide WAC with

consultation and guidance. Added to that, some subcommittees from the General assembly were established to support activities, such as the magazine with consultation and feed back.

The board of Directors include 7 members :

**Current (BOD) include :**

- Zeinab Al Ghoneime ( Lawyer and Head of the Legal Committee in The Palestinian Women's Union )
- Ahmad Abu Twaheen (Psychiatrist & Human Rights Activist)
- Khalid Abd elshafi ( Director at UNDP)
- Sharhabeel El Zaeem ( lawyer)
- Nibras Bseiso ( Director of the Palestinian Banking Corporation)
- Hanan Rayyan ( Paltrade Director)
- Sabah Abu Ermana ( Women's Activist)

**✚ Staff :**

WAC staff includes 9 regular staff members divided to the following:

**The administrative team which includes:**

- The Director
- The Public Relations Officer
- The accountant
- The messenger

**The programs team which includes :**

- The Capacity Building Program Officer
- The Media and Communication Program Officer
- The Small Business Program Coordinator
- The Video Program Coordinator
- The Research Program Coordinator

**Fixed term posts : (12 months contract)**

They include

- 2 programs Assistants
- 1 program coordinator
- 1 project coordinator
- 2 coordinator assistants

### **3 Volunteers**

#### **III. Funding Organizations for 2004**

- NOVIB (The Netherlands)
- Christian Aid (UK)
- Danish Church Aid (Denmark)
- Grassroots International (US)
- Kvinna till Kvinna (Sweden)
- Education Action International (UK)
- Ford Foundation (USA)

#### **IV. Staff Capacity Building:**

WAC staff participated in 2004 in several training courses, workshops, conferences (inside the Gaza Strip and outside) on various important topics. Examples of which are :

Advocacy and Lobbying  
Project Management  
Crisis Management  
Development and Human Rights  
Advocacy Campaigns and Coalition Building

This has definitely contributed to building the staff capacity and to giving them more knowledge of new topics and new disciplines.

#### **V. Website Construction:**

As WAC continuously attempt to develop its programs and activities and as it tries to offer its beneficiaries and donors with the most updates information about its programs, running projects , researches and publications , WAC launched in 2004 its new website [www.wac.org.ps](http://www.wac.org.ps) The website constitutes a major source of information for the outside world about WAC recent and coming activities . It also facilitates the provision of information mentioned in our researches for data seekers, researchers and academics.

## **VI. Training :**

WAC is a research and training center. This makes training one major cornerstone in the center work.

### **Training Goal :**

One of the basic approaches of the center is the provision of strategic skills to women through training courses which can enable them to get access to areas traditionally closed to them and have an impact in terms of disseminating alternative gender visions to wide areas of the community. WAC perceives this approach and its impact as its long-term and unique contribution to women and to women's movement in Palestine.

In sum, the overall aim of Women's Affairs Center is to give women access to a range of strategic skills which we see as important to empowering them in the specific context of Palestinian Society. Women are marginalized in decision-making in their organizations and work places ; their concerns are not represented in both written and visual mass media; they are not given the opportunities to develop the skills necessary to operate in the economic sphere; and finally , they have not historically had sufficient data about their situation in order to build a clear vision for change nor to argue for their rights based on hard facts.

### **Training Policy :**

The training process is organized according to a yearly training plan of the programs. All the training courses embody the mission statement and objectives of the center towards the empowerment and mobilization of Palestinian Women . They also correspond to the nature and scope of work of each program that conducts the training course .

Needs assessment are usually conducted for the target groups through (questionnaires, focus groups, direct observation etc. ) to determine the most needed topics for the trainings.

Each training course is evaluated through several tools ( evaluation forms, testimonials, direct observation , individual consultation etc. )

### **Target Groups :**

WAC targets all women in the Gaza Strip with a focus on marginalized far reach women. Each program has its own criteria for selection of target groups and that is according to its scope of work , type and topic of activity . The Capacity Building Program, for

instance targets women working in NGOs and the Small Business Program targets women working in small business sector ( they might be illiterate or educated ) The programs do take into consideration the harmony and assimilation among the participants for each course . The programs also take into consideration the gender breakdown among the trainees. Most courses target women but some courses integrate men especially those that aim at changing the stereotypical outlook to women in society . The programs select the target groups through different ways :

- Invitation for NGOS and governmental organizations to nominate a suitable trainee according to a set criteria. e.g. the activities of the Capacity building program targets working women in different NGOs and that nomination of the organizations facilitate having an assimilated group
- Individual invitations to some of the beneficiaries who constantly come to WAC for awareness raising and capacity building such as university students and graduates .
- Sometimes WAC offers training services to NGOs and governmental women's organization through conducting training courses on various topics e.g. gender sensitivity , planning, communication etc. to their staff members .
- WAC is also considering advertising some of the training courses on its webpage.

## **Evaluation**

### **Overall Goal :**

The ultimate goal of the evaluation process is to help WAC plan for the future activities through lessons learned in how to optimize the use of resources and maximize the intended impact on Palestinian community. The objective of the evaluation is to assess the progress of the activities in achieving its overall and immediate objectives and identify gaps and problems associated with the implementation of them and ways to move forward.

### **The specific objectives of the evaluation are as follows:**

- to gain an accurate picture of WAC's functioning as an organization defending women's rights and the relevance, effectiveness and impact of its activities in an increasing difficult environment
- To foster reflection and discussion about WAC's role in Palestinian society and ways of further strengthening its contribution to social development in Palestine and for Palestinians.
- To identify the main obstacles, concerns and opportunities encountered during implementation of the activities and how they were tackled.

- To identify the training and technical needs of the staff to foster their operation in a professional and sustainable manner.
- To assess how the activities influenced persons and groups involved
- To assess the developmental impact on the community as increasing the level of networking
- To assess WAC sustainability both institutionally and financially.

### **Internal Evaluation**

The Administrative staff regularly conduct internal evaluations to ensure that the most appropriate tools are selected for the activities and that the center activities are sensitive to local cultural and traditional values. WAC usually use the following tools for evaluation:

#### **Evaluation Forms :**

Evaluation Forms are distributed among the trainees after each activity e.g training course or workshop to assess the efficiency of it . Such forms are designed to evaluate the training material, the trainer performance and the course management .

#### **Anecdotes or Testimonials:**

The coordinators of the center and the facilitators discuss with the participants' their opinions of the activities and their effectiveness and that gives them the chance to gather anecdotes or testimonies of the target group.

#### **Reporting**

The administrative team prepare quarterly, interim and annual reports for the activities of WAC in general .

The programs teams prepare monthly , quarterly and final narrative report for the activities of each program .

#### **Individual Consultations**

Individual consultations are held with the staff on a quarterly basis to follow up with them and to address strengths and weaknesses in their work performance.

#### **Weekly Meetings**

WAC staff meet weekly to discuss and address issues of concern and the development of the activities.

**External Evaluation :**

It is conducted through external evaluators who meet the target groups, WAC staff members , the projects teams and assess the efficiency and effectiveness of the activities and their impact on the target group.

## *The programs: Achievements and Accomplishments*

### **The Training and Capacity Building Program**

The program aims at strengthening the capacity of women working in NGOs and Women's Units in the Palestinian Ministries, in a number of strategic areas including, communication, training of trainers and management. It also aims at raising their gender awareness in society and making them take key roles in their organizations.

#### **Objectives :**

- Providing a large number of working women in the public and private sectors with strategic skills that can help upgrade their vocational performance e.g. planning, communication, project management.
- Raising the awareness of working women in relation to women's issues e.g. gender, human rights , domestic violence.
- Building the capacity of women's departments or sub-departments at the governmental institutions or NGOs through networking and partnership projects.

#### **Achievements:**

##### **Training Courses:**

Fr conducting the training courses, WAC follows a certain process composed of the following steps :

- Selection of the target group for each training course
- Selection of trainers according to a set criteria
- Preparation of the training material to be distributed to the trainees
- Preparation of training schedules and making appropriate logistical arrangements

##### **Training courses conducted in 2004 :**

Num.	Topic	Target Group	Number of Participants	T. Hours	Place
1.	Advocacy and Lobbying	Workers in different NGOs	21 20 f 1 m	30 hr	WAC
2.	Advocacy and	Workers in different	19 f	30 hr	The university

	Lobbying	NGOs			graduates society
3.	Leadership and Management skills (stage 1)	University students	24 f	40 hr	WAC
4.	Leadership and Management skills (stage 2 : From Youth to youth methodology )	University students	24 f	40 hr	WAC
5.	Projects Management	Workers and volunteers in different NGOs	24 f/m 20 f 4 m	25 hr	The agricultural Committees Union
6.	Gender Awareness	Working women	20 m/f 11 f 7 m	20 hrs	WAC
7.	Community Intervention	Social Workers	14 f/m 9 f 5 m	20 hrs	Bonyan Society fro training and social studies

Total number of participants : 146 ( 129 f & 17 m )

### Workshops :

During 2004 , the program conducted a number of workshops on a variety of topics for different target groups and in coordination with different NGOs . They were as follows :

Num.	Title	Target group	Number of participants	Place
1.	4 workshops on Women and Gender	University graduates	124 f	WAC

2	3 workshops on Violence against Women	Housewives University students	66 f	WAC
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Total number of participants : 190 f

### Networking :

The program networks with many NGOs in The Gaza Strip and the West Bank . It offers training services for NGOs in a number of topics and it also participates actively in presenting papers in workshops and conferences on topics that WAC works on .

Examples of such activities :

- Conducting 2 workshops for Presenting the results of a study on **Civic attitudes and Perceptions of eleventh and twelfth grade students** that was conducted by Alfa Int. for social studies The workshops were conducted for Workers in governmental and non governmental organizations and were attended by a number of 75 ( 55 f & 20 m)
- Conducting 2 workshops on **Women and Negotiations ( The resolution 1325)** in coordination with Jerusalem Center for Women (JCW) . The workshops were attended by a number of 46 Women workers in different NGOs and University graduates.
- Conducting 1 workshop on **Attitudes of the Palestinian Public towards Presidential and Legislative Elections** in coordination with Alpha International . it was attended by a number of 42 (30 f & 12 m) Workers in different NGOs and governmental organizations
- Preparing a paper on early Marriage and presenting it in the strategic meeting conducted by Meftah organization and Gaza Mental Health Program on “ Raising People’s Awareness of Public Health “ .
- Providing feed back over Meftah material on Early Marriage and its bas consequences over education for girls. That was part of the activities of the national day of Raising People Awareness of Public Health “

## The Small Business Program (Development Clinic)

The Development Clinic is a holistic approach to training for micro- enterprise that takes account of the social , political and economic handicaps confronting women engaged in small business in the context of Gaza. As such, issues such as assertiveness, life-goals, family pressures are addressed alongside basic business skills. The program aims to both promote women opening small business and to develop and strengthen the capacity of those already running their own business. The approach thus far is to first assess the problems of women within the working context and then through active engagement with existing projects to make the training as practical and student-oriented as possible

### Program Objectives:

- Supporting pioneer women into certain projects.
- Providing some information about the working women micro and small enterprises, through its data bank for individuals and organizations.
- Providing consultations and promoting women’s small enterprises.
- Training, development and strengthening the capacities of those already running their own business

### Achievements :

#### Training Courses conducted in 2004 :

During 2004, the training courses focused on encouraging women to start a business of their own and on their basic human rights as layers of the development process. The training was conducted in coordination with several NGOs, e.g. the UNRWA Center , The High Commissioner Office for Human Rights. The training courses were as follows:

1.	How to start your Own Business	Trainees at a vocational center	24 f	20 hrs	A vocational training center – ministry of
Num.	Topic	Target Group	Number of Participants	T. Hours	labor coordination
2.	How to start your Own	Graduates and workers at	22 f	20 hrs	UNRWA with Women’s
		local			

	Business organizations				Center- Rafah
3.	How to start your Own Business	Gradates and undergraduates	25 f	20 hrs	Woman and family Empowerment Center
4.	Development, Women and Human Rights	Workers in NGOs and governmental organizations	32 f/m 27 f 5 m	20 hrs	High Commissioner Office for Human Rights

Total number of participants : 103 ( 98 f & 5 m)

### Specialized Workshops:

During the year, specialized workshops focused on introducing workers in developmental organizations to the concepts of the development process and its relation with gender and women's human rights . The workshops were as follows:

Num.	Title	Target group	Number of participants	Place
1.	Development , policies and Gender	Workers in developmental organizations	17 f/m 10 f 7 m	WAC
2.	Women's Perception for the development Process	Graduates	30 f	University Graduates Society
3.	Women , Development and Human Rights	Workers in development and Human Rights organizations	26 f/m 16 f 10 m	WAC
4.	Development and Small Business	Women working in vocational centers	15 f	Women's Empowerment Center - Nuseirat

Total number of participants : 88 ( 71 f & 17 m)

### **Awareness Workshops :**

5 workshops were conducted on **Violence Against Women** for housewives and some trainees of vocational centers . They were attended by a number of **156** female participants .

## **The Media and Communication Program**

The aims of this program are to provide training to women in the wide range of communication skills necessary to affect public opinion. The program works on three levels; training in written and spoken communication skills; organizing awareness campaigns on gender, legal rights and civic education. Women's lack of access to journalism and written culture has left them outside one of the important realms of opinion formation and has left the discussion of women's issues and image to male writers. Thus the main objective of the program is to participate in the positive change of the stereotype image of the Palestinian women in media through implementing training and workshops. During 2003, the program implemented the following activities ;

### **Objectives**

- ✚ Develop and improve the professional level of the target group in new area such as journalistic editing .
- ✚ Acquire the target group with knowledge of new fields and topic, such as Discourse Analysis, Creative Writing, and Electronic Media etc
- ✚ Raising the beneficiaries awareness in relation to women's issues and their image in media means .
- ✚ Integrating a concern for women's rights into the local media.

### **Achievements:**

#### **Training Courses conducted in 2004**

During the year , The Media Program conducted courses that focused on two major aspects:

- Advocacy and Lobbying for Journalists and workers in the media field.

This topics was assessed very important to be addressed to journalists, particularly female journalists in this period of political changes in the Gaza Strip . the training aimed at familiarizing the journalists with the advocacy campaigns and how they can be an influential part of these campaigns especially in supporting women's right to political participation

- Skills provisions for journalists in the areas of Photographic Shooting and Writing Skills.

Num.	Topic	Target Group	Number of Participants	T. Hours	Place
1.	Advocacy & Lobbying	Workers in media field	12 f/m 9 f 3 m	20 hrs	WAC
2.	Advocacy and Lobbying	Journalists/ workers in the media field	21 f/m 12 f 9 m	20 hrs	Palestinian Working Woman for Development
3.	Photographic Shooting for journalists	Journalists	11 f/m 9 f 2 m	20 hrs	WAC
4.	Media Language	Journalists	25 f/m 19 f 6 m	12 hrs	WAC
5.	Writing for International Press Agencies	Journalists	28 f/m 20 f 8 m	9 hrs	WAC

Total number of participants : 97 (69 f & 28 m )

#### Workshops conducted in 2004 :

The Program also conducted a number of workshops as part of the activities of the project ( **The Empowerment of Young Politicians – Gaza Strip and West Bank** ) which was implemented by Miftah organization. The project aimed at supporting the young generation towards having more role in the political process. In this regard, the program implemented a number of workshops targeting youth who belong to different political parties. They were s follows:

Num.	Title	Number of participants	Place

1.	3 workshops on Leadership and Youth	68 f/m 39 f 29 m	WAC
2.	Dialogue among representative of political Parties	57 f/m (40 f 17 m )	El Shawwa cultural Center

The program also conducted two specialized workshops for journalists and workers in the media field on the following topics:

Strategic Planning and Needs Assessment for young Journalists. It was attended by 26 participants ( 17 f & 9m)

Photographic Shooting Analysis for journalists and reporters . It was attended by a number of 11 participants ( 9 f & 2 m)

Total number of workshops participants : 162 ( 105 f & 57 m )

### **Al Ghayda' Magazine :**

WAC magazine is one of its kind in the Gaza Strip and it tackles women's latest issues and affairs reflecting on their environment and surrounding .It was created as an occasion for those women trained by the Program to apply and further improve their writing skills. It also portrays the opinions of different human rights and women activists and those of famous media writers. The magazine itself provides valuable information on health, education and particular social issues, and offers an outlet for female artists.

During 2004, **2** issues of El Ghayda'a magazine were produced .

The first one was titled **Female University Students, challenges and ambitions** Most of the articles , reportages, and essays were written by journalism students and those who have the writing talent .All the topics of the issue revolved around the students' problems, challenges, ambitions and expectations.

The Second issue of Al Ghayd'a Magazine was on **University Students and Elections** . The issue concentrates on the coming elections and the expected political changes , which are the most discussed topics in the Palestinian society in the current period. The issue

included an opinion poll to identify the students awareness of the electoral system and women candidates other than different articles, essays and reportages on the quota system and women's participation in the elections as candidates and voters etc. .

Publishing the two magazines gave a chance for some journalism students and young female journalists to work in the magazine, exercising their skills and knowledge besides getting some payment for their efforts. The two magazines were distributed by the female students- beneficiaries in the Gaza Strip four major universities to guarantee a much wider readership for it among the university students and to help sending its message and contents to a large number of them . 1000 copies were printed of *each* issue of the magazine. So **2000** copies were distributed in total .

## Video Training Program:

The main purpose of the Program is to give women the opportunity to learn non-traditional skills and to enter and compete in fields usually reserved for men. Specifically, the Center delivers technical skills in all areas of video production (from script writing, to filming, to editing). In fact, it has enabled many beneficiaries to start working in this field. Furthermore, by producing documentary-films on gender-related issues, the Program has systematically contributed to the understanding of the condition of Palestinian women in the Gaza Strip.

### Achievements :

### Training Courses :

### Objectives:

- The training aims at giving the female trainees the required skills that enable them to work in fields they were deprived to work in before.
- Raising gender awareness for the trainees .

### Training Courses Conducted in 2004 :

The training courses in the video program are often conducted for a small number of participants .That's due to the fact that the trainees need special equipments e.g. cameras that are available for a few number of participants .

Num.	Topic	Target Group	Number of participants	T.Hours	Outcome
1.	Artistic and electronic Montague	Journalism Graduates	10 f	50 hrs	A documentary on a blind female students and her struggle for education
2.	Shooting	Women's local organizations	8 f	40 hrs	A documentary on the challenges that face a working women
3.	Scenario	University	12 f/m	40 hrs	Some

	Writing	Students/ volunteers at media organizations	9 f 3 m		experimental written scenarios
4.	Shooting	volunteers at governmental and non governmental organizations	10 f	40 hrs	Some experimental written scenarios

Total number of participants : 40 ( 37 f & 3 m)

### Production :

The program continued in participating with Palestinian filmmakers in the production of a number of documentaries and feature films in Gaza. It also offered the service of filming to other organizations. Definitely, this preserves its identity as a focus for gender-informed visual media.

- A documentary was produced on **women's perception of political participation**. It reveals the opinion of three different women , a legislative council member , a participant in a political party and an ordinary housewife on politics and how important they view their political participation and other Palestinian women's political participation .
- A reportage was also produced on “ Positive experiences for women workers in the visual media field) . It exposes the perspective of different women working as reporters for satellite channels and the obstacles they face in performing their duties.
- A photographic CD on The destruction of Rafah during Rafah invasion with a written comment on the pictures.

### Workshops & Cinema club Activities:

The cinema club activities include conducting workshops, which are usually composed of screening a documentary and having a discussion afterwards. They aim at giving the opportunity to women to discuss and have a debate on the films that are screened, which usually focus on women issues. There is a distinguished tendency to attend these activities especially that they are tools for discussion and consciousness raising. This would make it easy for women to discuss there situation and share

problems. There were regular showings for the documentaries produced by the program e.g. Keen of Silence, El Okkaz , Spark of Hope etc.

The program conducted 11 workshops; 3 specialized workshops and 8 general workshops. They were as follows:

### Specialized Workshops:

Num.	Topic	Target Group	Number of participants	Place
1.	Female Experiences in the visual media	Graduates/journalists	90 f	Red Crescent Society
2.	Obstacles for Directing Documentaries	Graduates / journalists	40 f/m 25 f 15m	WAC
3.	Palestinian Cinema History	Graduates / journalists	40 f/m 30 f 10 m	WAC

Total number of participants :170 ( 145 f & 25 m)

### General Workshops :

Some of the general workshops focused on working with High School female students addressing to them topics such as Early Marriage Discrimination and adolescence and trying to raise their awareness of women's topics. The workshops were mainly composed of screening a film and having a discussion afterwards with the girls . They were as follows:

Num.	Topic	Target Group	Number of participants	Place
1.	Early Marriage; causes and effects	Trainees at the Young Journalist Club	50 f	Young Journalist Club
2.	Early Marriage	High school students	65 f	Al jaleel High School
3.	Early	Graduates	40 f	Empowerment

	Marriage	/women workers		of youth Project- Beit lahia
4.	Discrimination between boys and girls in the family	High school students	60 f	Zahreit El Mdaen School
5	Early Marriage	Graduates /women workers	40 f	Empowerment of youth Project- Beit lahia
6.	The Psychological Impact of the Intifada on Family and Children	High School Students	50 f	Bekard for Development Organization
7.	Adolescence and the role of family in upbringing children	High school students	40 f	Zahreit El Madaein School
8	.Violence against Women	Housewives	25 f	Naji El Ali Cultural Center
9.	Violence against Women	Female graduates	30 f	Scientific Research society

Total number of participants : 400 f

#### **Services:**

The program offers external services through providing promotional videos for local organizations and other NGOs, which raises extra income for the program as well as provides a good training ground for trainees. For these offered services, WAC requires some fees to assist in covering some activities of the programs. At the same time, we give chances for the trainees to practice the skills they learn and use them to gain money.

#### **External Services rendered in 2004:**

- Copying 16 films for several NGOs

- Montage for a film for Young Journalist Club.
- Montage for A documentary for the Agricultural Relief Committee.

#### **Internal Services:**

These services are offered for the programs of WAC, and they include copying and documenting the training courses, workshops in addition to any campaigns, or recreational activities .

Part of the internal service this year was the montage for the play “**Haddota**” , a play produced by WAC as part of the activities of the project (**Empowering Female University Students**) ( **Sep 2003- Sep 2004** ) , **which was funded by Ford Foundation.**

## The Research and Documentation Program

The program focuses on the analysis and empirical research of gender-related issues in the Gaza Strip. It adopts designing and implementing some projects that respond to women's situation and needs. Its main objective is to bring about an overall evident societal change over outlooks, attitudes and perspectives.

The research conducted by the center helps in shedding light on the covered, completely marginalized areas in the Gaza Strip, which actualizes through collecting data, analyzing it and making it available for others. Such researches facilitate adequate interventions.

WAC is still a partner in the project (**Palestinian Women's Research, Training and Advocacy Program**), which is coordinating a four-year regional Palestinian women's project with five women's organizations in order to develop the capacity of women's organizations in the areas of research, advocacy and training.

Part of the activities of the project was to produce two action oriented researches on **Women and Political Participation and Women's participation in Local Community councils** . WAC worked on producing these two researches during the past year and their results have shown that women have a weak level of political participation in general . These two researches are tools for advocacy and lobbying purposes to influence policy at local, national and regional levels. Thus , during the last quarter of 2004 WAC started conducting a lobbying campaign on “ **Encouraging Women 's Political Participation** “ . The campaign title was “**Participate in elections to make a complete picture**” and its objective was to encourage women have more role in political participation in the coming stage especially that The OPTs passed during 2004 the presidential and municipalities elections. Therefore, WAC was concerned in encouraging women have a voice in the electoral stage and influence policy and decision making processes.

### The campaign activities were diverse and they are mainly composed of :

- Conducting 26 workshops on “Encouraging Women register and participate in elections ‘Definitely these workshops are intended to encourage women register in the electoral centers as a first step for their participation in voting. 16 workshops were conducted by WAC and another 10 were conducted by WAC in coordination with the **Palestinian working Woman for Development (PWWSA)**. The workshops were conducted in different areas of the Gaza Strip; southern ,northern ,middle and Gaza city . They were attended by a number of **860** female participants. Still there are other activities to take place in 2005 .

## Development Projects :

### I. Empowering Female University Students

The project was designed to empower and support female university students into leadership roles in society and it succeeded in introducing the students to WAC activities and in gaining a very good reputation for WAC as a women's organization in the students' community .

#### Project Goal

To prepare university graduates to participate actively in the civil society organizations as potential young female cadres.

The activities were mainly composed of :

#### I: Awareness Workshops :

The awareness workshops opened the chance to female students to gather and discuss common problems and interests. It also introduced the students to new trends and scopes that would widen their understanding of women's issues and working environment in civil society organizations In total , WAC conducted **32** workshops in Gaza four major universities , which basically discussed the latest and most updated women's issues . The workshops were attended by a number of **1088** participants and they were distinguished for a high level of interaction and participation and that reflects a general societal need for conducting such activities.

The implemented workshops from were as follows :

Num.	Title	Number of Participants			
		The Islamic university	Al Azhar University	Al Aqsa University	Al Quds University
1.	Women and law	32	17	35	34
2.	Women and international Conventions	24	32	60	28
3.	Violence against women	17	33	61	30
4.	Women and labor	24	30	22	32
5.	Early Marriage	33	45	29	40
6.	Gender	32	40	22	37
7.	Women and	43	44	20	46

	political participation				
8.	Women and Media	46	31	31	38
	Total	251	272	280	285

## II : University Fees :

Part of the project activities was affording needy female students with the university fees in order to encourage them continue their education and lessen the financial burden on their families. Thus, after each workshop, students, who need financial assistance, were asked to fill a grant application. After reviewing all the applications, a number of students were selected according to a set criteria:

Definitely, the fees were paid to the university financial departments directly to guarantee accuracy and accountability. In this regard **108** students were offered students' grants.

## III. Training :

A number of 24 students who had good potential and promising interpersonal skills during the workshops were selected to be part of an intensive training program on leadership and management skills.

### Training Objectives:

- Equipping the students with different management, leadership and technical skills
- that they would need for their future career.
- Enabling the students to improve their gender status and that of other women through applying the methodology.

The training course was divided to 2 stages:

#### Stage 1 :

The first phase of the training was a 40 hour training course on Leadership and Management skills.

#### Stage 2 :

This stage was mainly composed of a 40 hour training course on the methodology of "from Youth to Youth".

## IV: Training Outputs :

Through the training, the students identified four different problems that female students suffer from at large and that they view as their priority to work on. These problems were:

- Violence against the students
- The weak level of participation of female students in students councils
- The troubled relationships between parents and students

- Harassments inside and outside universities campuses

The 24 students were divided into 4 small groups, each of which included 6 students and chose one problem to work on . The students applied the 6 steps of the methodology starting from gathering data through (interviews, questionnaires researches) into presentation of data and analyzing it. To confront these problems, students selected several methods such as ( awareness workshops, TV and Radio Programs , One play , etc

**First: Workshops implemented by the Students:**

Each group of the four groups chose one topic (problem ) to work on and implemented 3 workshops to discuss this problem . In sum the four groups implemented 12 workshops as follows :

Group I	Violence against the students	3 workshops	33 m 57 f
Group 2	The weak level of participation of female students in students councils	3 workshops	64 f 73 m
Group 3	The troubled relationships between parents and students	3 workshops	125 f 26 m
Group 4	Harassments inside and outside universities campuses	3 workshops	45 f 86 m
Total number of participants			509 f/m

### **Second : The play “ Haddota”**

This play is also another activity that was suggested by the four groups and that is to discuss the four problems and shed light on their impact on the students’ lives. The play was acted and presented by an art team called “fwanees” . The play was presented in a big theatre and was attended by a n audience of 200 people

N.B : The Total number of beneficiaries from the second stage is **709 f/m** in addition to the 24 students who benefited directly from the activities .

### **Total number of beneficiaries for the project activities :**

<b>General workshops</b>	<b>Training courses</b>	<b>University fees</b>	<b>Workshops conducted by the trainees</b>	<b>The play “Haddota”</b>	<b>Total</b>
<b>1088</b>	<b>24</b>	<b>108</b>	<b>509</b>	<b>709</b>	<b>2438</b>

## **II. Creating Female leaders in Rafah (Sep.2004- May 2005)**

Starting from September 2004, WAC had started implementing the project **Creating Female leaders in Rafah.**

### **Project Overall Goal :**

To raise a general awareness among Rafah Women of women's most important issues and to create a number of female leaders in Rafah who are ready to work for the empowerment and mobilization of Rafah women .

**The project activities were mainly composed of: :**

### **The Awareness Workshops:**

#### **Workshops Objective :**

Raising the awareness of a number of women in relation to women's issues and the importance of their role in the sociopolitical life on the one hand, and providing them with new skills on the other hand .

#### **The target group :**

The target group for the awareness workshops included simple women from the local community, university graduates and working women at local organizations. That helped circulate the message to a large group of women and raise a general awareness among all categories of women.

#### **Workshops topics:**

After conducting the needs assessment , **5** major topics were identified to be the topics of the workshops in each area . Some of them were social such as Early Marriage and Violence against Women , others were more related to the stage Of political changes the Palestinians live nowadays such as Political Participation and Women and laws .

Till December 31 , a number of **21** workshops (out of 25) were conducted in the five areas of Rafah during October, November, and December . The Workshops were attended by a number of **657** women

**The workshops according to area were as follows:**

**1. Kherbit El adas & Shoka**

Num.	Workshop topic	Num. of participants	Cooperating organization	Date
1.	Women and political participation	40	Future generation org	27/9/20004
2.	Women and laws	45	Social Solidarity Center	5/10
3.	Violence against Women	32	Social Solidarity Center	21/11
4.	Early Marriage	21	New Country Center	23/11
5.	Gender	32	New Country Center	14/12

**2. Tal El sultan**

Num.	Workshop topic	Num. of participants	Cooperating organization	Date
1..	Women and Political Participation	30	Social service Society-kanada	10/10
2. .	Women and laws	32	Social service Society-kanada	13/10
3.	Early Marriage	24	Social service Society-kanada	7/12
4.	Violence against women	25	Social service Society-kanada	12/12
5.	Gender	24	Social service Society-kanada	14/12

### 3. Yebna

Num.	Workshop topic	Num. of participants	Cooperating organization	Date
1.	Women and political Participation	36	Social Service Society/Brazil	26/10
2.	Women and Laws	28	Social Service Society/Brazil	7/12
3.	Gender	26	Salam District society	23/12
4.	Violence against Women	28	Salam District society	28/12

### 4. Brazil and Salam district

Num.	Workshop topic	Num. of participants	Cooperating organization	date
1.	Women and Laws	29	Women's health Center	22/11
2.	Early Marriage	37	Women's health Center	25/11
3.	Women and political Participation	26	Women's health Center	29/11

### 5. Shabbora

Num.	Workshop topic	Num. of participants	Cooperating organization	Date
1.	Women and political Participation	40	UNRWA women's center	12/12
2.	Women and Laws	37	UNRWA Women's Center	19/12
3.	Violence against Women	40	UNRWA Women's Center	21/12
4.	Gender	25	Sharik	23/12

**Total Number of Participants in the Workshops : 657 f**

**Documentary Film :**

For the purpose of making a documentary film that documents the Rafah women's problems and challenges , WAC had invited concerned companies to submit their tenders. A selection committee was composed of WAC video program and WAC administration . Heifa Company for artistic production was selected to cooperate with the video program in producing the documentary . The documentary team started with the scenario writing , choosing of locations and interviewed characters.

# Tables & Charts

**The Total number of beneficiaries of training courses and workshops for the programs:**

Program	Number of training courses beneficiaries		Number of Workshops beneficiaries		Total	
	Female	Male	Female	Male		
Training and Capacity Building Program	146		353		499	
	129 females	17 males	321 f	32 m		
Small Business Program	103		244		347	
	98 f	5 m	227 f	17 m		
Media and Communications Program	97		162		259	
	69 f	28 m	105 f	57 m		
Video Training program	40		570		610	
	37 f	3 m	545 f	25 m		
Research and Documentation Program	0		860		860	
			860 f			
	Total number of female beneficiaries	333 f		2058 f		2391 f
	Total number of male beneficiaries	53 m		131 m		184 m
	Total number of Beneficiaries (f& m)	386 f/m		2189 f/m		2575 f/m

**Total number of beneficiaries for the Development projects activities :**

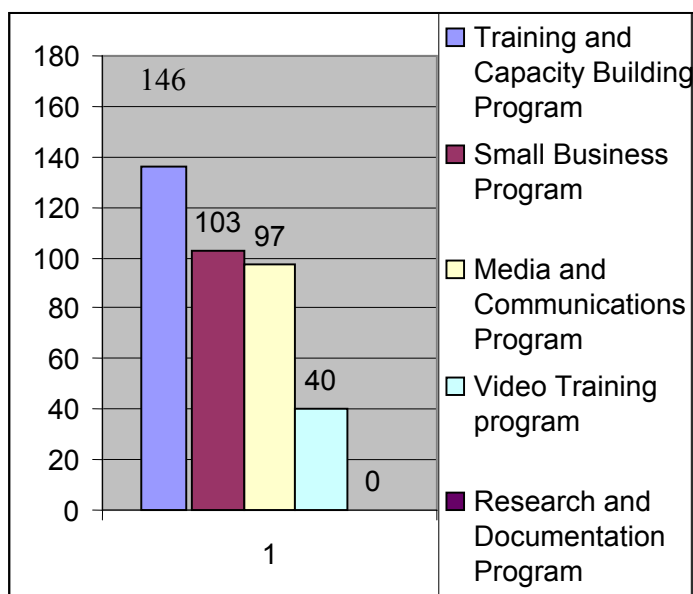
1. Empowering Female University Students					
General workshops	Training courses	University fees	Workshops conducted by the trainees		Total
1088 f	24 f	108 f	509 f/m		1929 f/m
			291 f	218 m	1651 f 278 m
2. Creating Female leaders in Rafah					
Awareness					

<b>Workshops</b>					
<b>657</b>	<b>00</b>	<b>00</b>	<b>00</b>	<b>00</b>	<b>657 f</b>
<b>Total number of development projects beneficiaries            2586 f/m ( 2308 f &amp; 278 m )</b>					

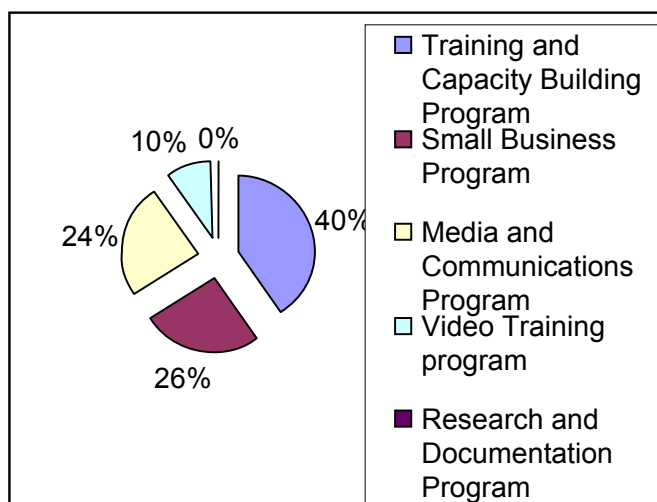
**Total number of beneficiaries for the year 2004 : 5161 f/m ( 4699 f & 462 m)**

## Training courses beneficiaries

**Chart I: Numbers by Programs**

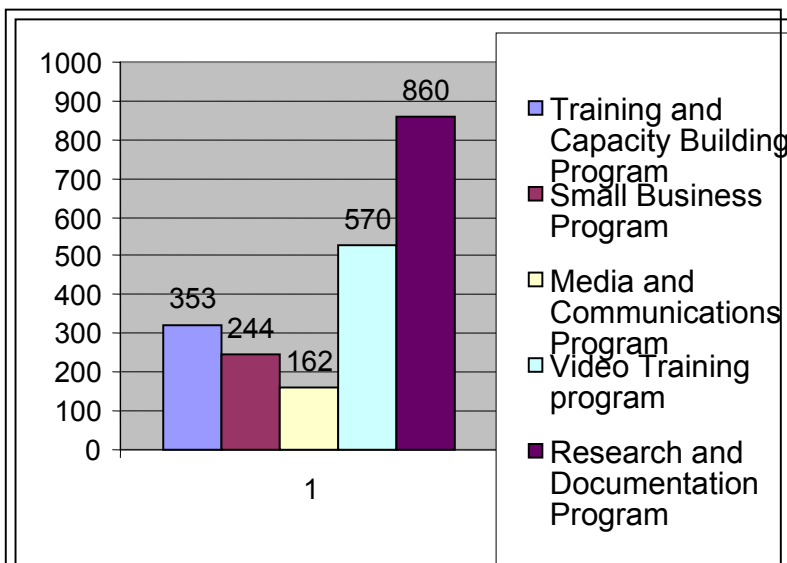


**Chart II: Percentages by Programs**

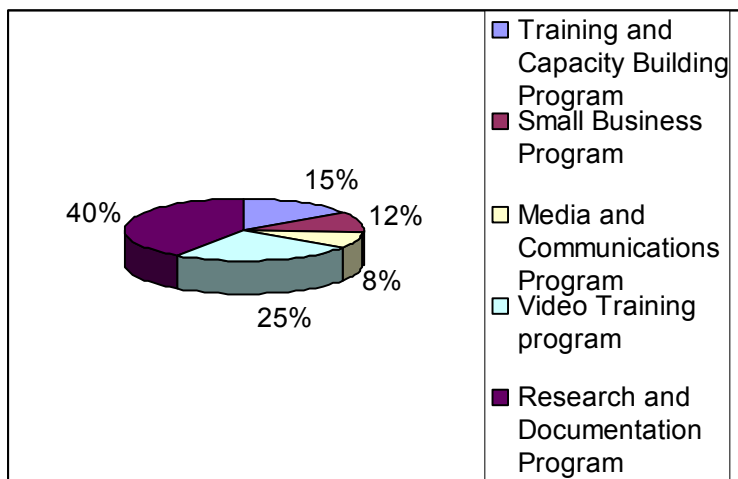


## Workshops beneficiaries

**Chart III: Numbers by Programs**

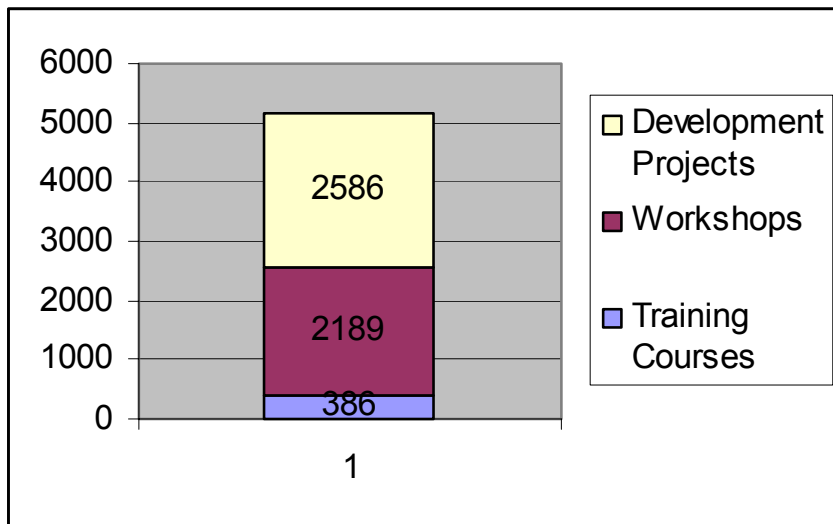


**Chart IV: Percentages by Programs**

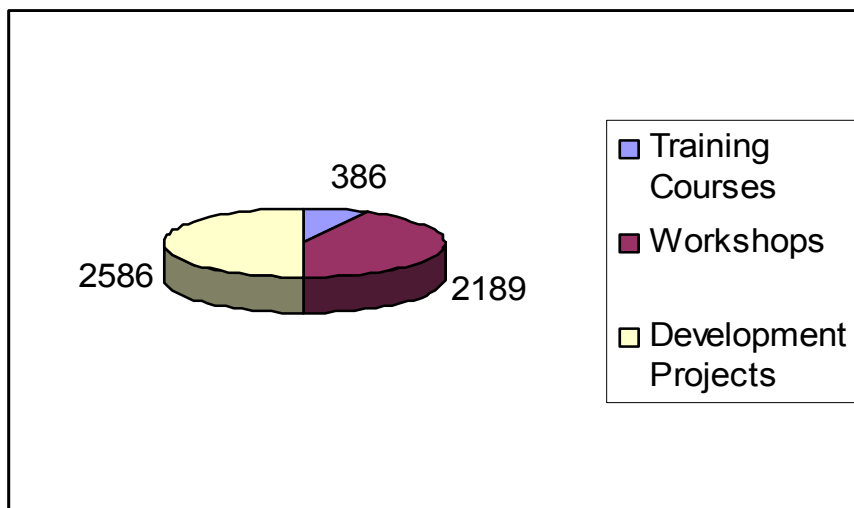


## 2004 Beneficiaries

**Chart V: Numbers by activities :**

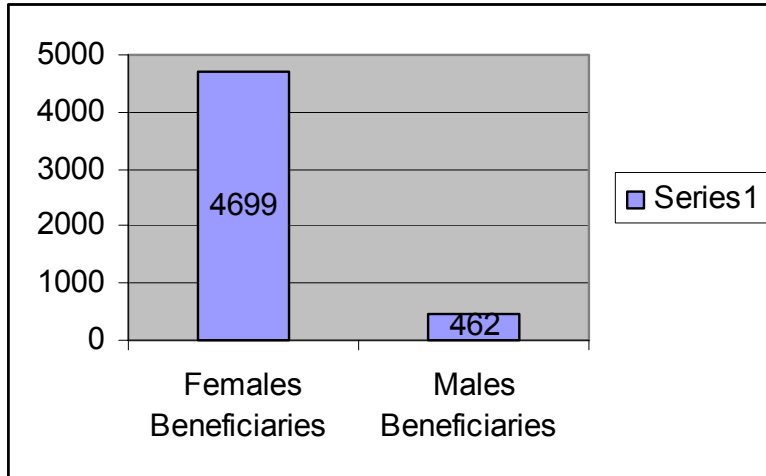


**Chart VI: Percentages by activities:**



## Females and Males Beneficiaries for 2004

**Chart VII:** Number of Females and Males beneficiaries



**Chart VIII:** Percentage of Females and Males Beneficiaries

